# The Marine Corps Ground T&R Program
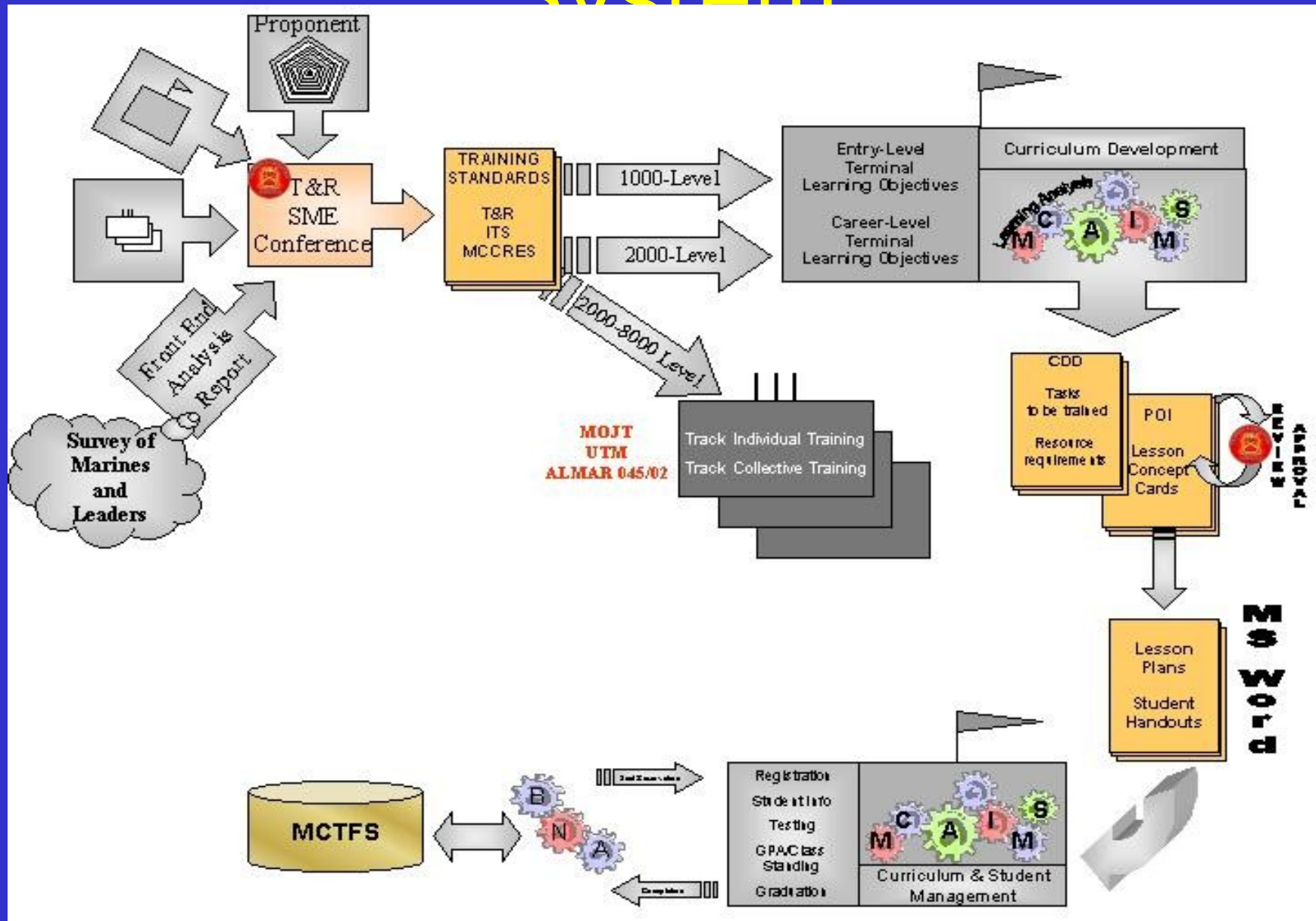


## Major Steve Robbins
### Training & Education Command

# Marine Corps Training Development System

# Training Development System

# Training Standards

- *Operating Forces* define the training standards for MOSs and Units

- TECOM *guides* development of training standards, and publishes them

- Individual training standards are the basis for formal school curriculum and unit on-the-job training.

# Marine Corps Ground Training and Readiness (T&R) Program

# Marine Corps Training Standards

**Individual Training Standards (ITS)**

Engineer ITS

Intelligence

**LAR ITS Order**

**Supply ITS Order**
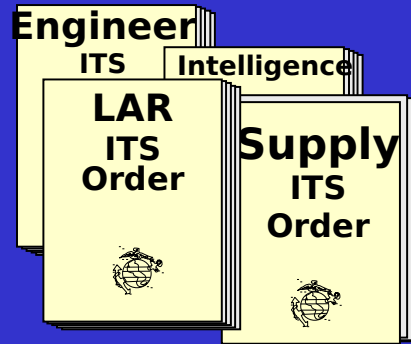
**MCCRES Mission Performance Standards (MPS)**

Infantry MCCRES

NBCD

**MCCRES ORDER** MCO 3501.52

**AAV MCCRES**

**T&R Collective Training Standards (CTS)**

Infantry T&R

Intelligence

LAR **T&R Manual**

**Artillery T&R Manual**

**Ground T&R Program**
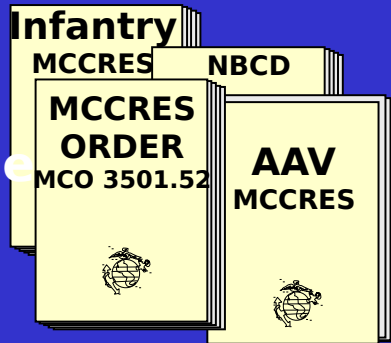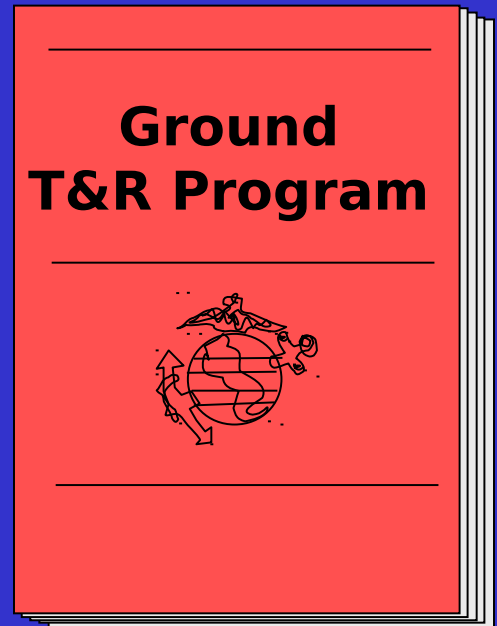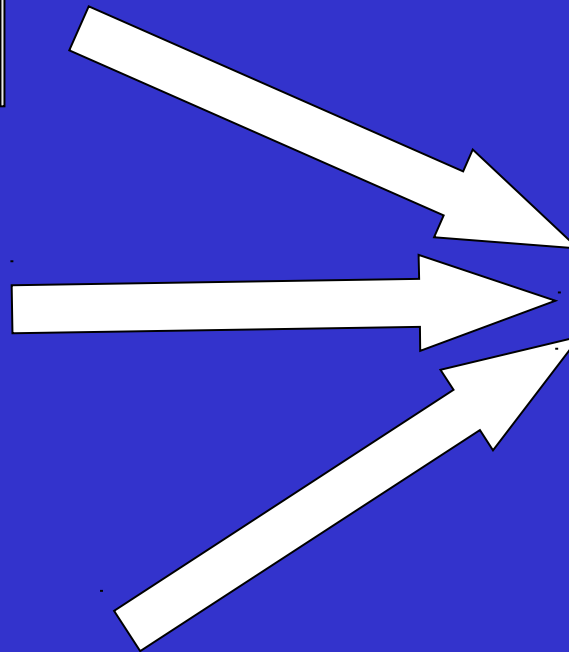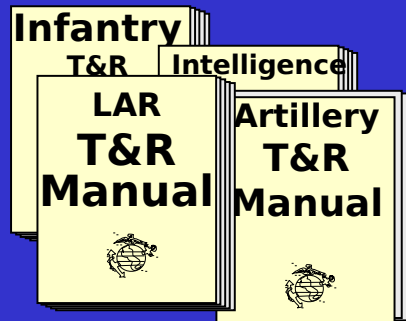
# Advantages of the T&R Program

**T&R program provides focus & standardization enabling commanders to train more efficiently & effectively**

- ✓ Outlines the specific events that units must be able to perform in order to successfully accomplish their mission

- ✓ Provides commanders with an assessment tool for determining the training readiness of the unit

- ✓ Based on the assessment, Commanders are able to develop short, medium, and long range training plans, and to identify required resources

# The T&R METL Development Process

**T&R Conference**

**OpFor Reps
School Rep
OccField Sponsor
Requirements**

**UJTL
&
MCTL**

**Operational
And
Contingency
Plans**

**T/O Mission
Statements**

**Doctrine and
Doctrinal
Publications**

**SME Analysis**

**T&R Manual METL**
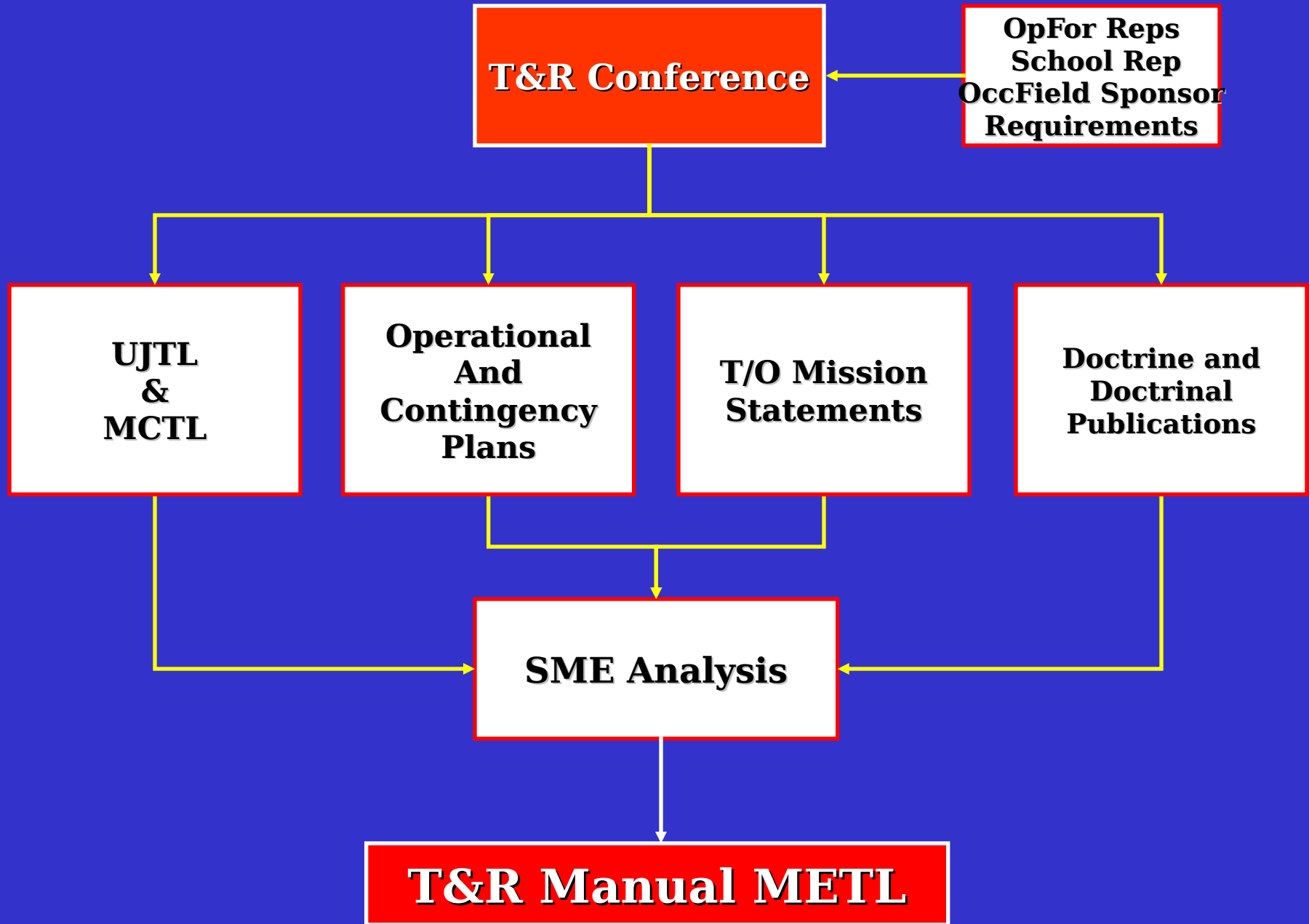
# Recon METS

(1)   PLAN, COORDINATE, AND CONDUCT AMPHIBIOUS/GROUND RECONNAISSANCE AND

        SURVEILLANCE TO OBSERVE, IDENTIFY, AND REPORT ENEMY ACTIVITY, AND
        COLLECT OTHER INFORMATION OF MILITARY SIGNIFICANCE.

(2)     CONDUCT SPECIALIZED RECONNAISSANCE.  ASSIST IN SPECIALIZED ENGINEER,
        NUCLEAR, BIOLOGICAL, CHEMICAL, RADIO, MOBILE, AND OTHER UNIQUE
        RECONNAISSANCE MISSIONS.

(3)     CONDUCT INITIAL TERMINAL GUIDANCE (ITG) FOR HELICOPTERS, LANDING
        CRAFT, AND PARACHUTISTS.

(4)     DESIGNATE AND ENGAGE SELECTED TARGETS WITH FORCE FIRES AND OTHER
        OPERATIONS TO SUPPORT BATTLESPACE SHAPING.  THIS INCLUDES TERMINAL
        GUIDANCE OF PRECISION-GUIDED MUNITIONS.

(5)     CONDUCT POST-STRIKE RECONNAISSANCE TO DETERMINE AND REPORT BATTLE
        DAMAGE TO A SPECIFIC TARGET OR AREA.

(6)     CONDUCT LIMITED SCALE RAIDS.

(7)     CONDUCT COUNTER-RECONNAISSANCE

(8)     CONDUCT INSERTION AND EXTRACTION OF RECONNAISSANCE FORCES IN
        SUPPORT OF RECON OPERATIONS.

(9)     CONDUCT OTHER OPERATIONS AS DIRECTED BY THE SUPPORTED COMMANDER.

# T&R Standards Development Process

**T&R Mission Essential Task List**

↕

**Upper-level Collective T&R Events**

↕

**Lower-level Collective T&R Events**

↕

**Career Progression Individual T&R Events**

↕

**Entry-level Individual T&R Events**
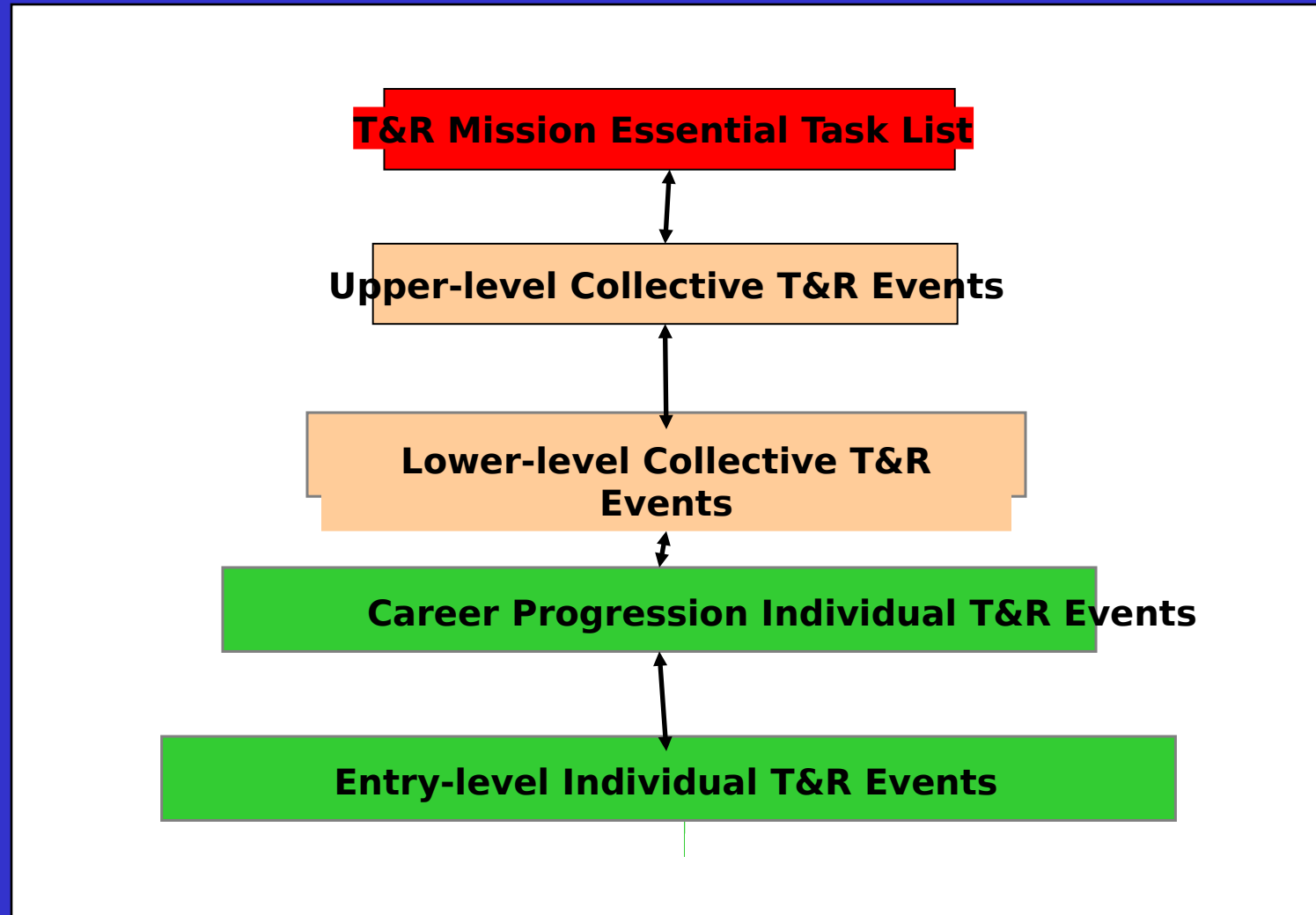
# T&R Program Tenets

- Training events linked to expected combat missions
- Building block approach to training
- Focus on Individual Core Skills & Unit Core Capabilities
- Organization of tasks into executable events
- Sustainment of training

# T&R Program Implementation

- MCO P3500.72 dated 07 Aug 02
- Challenges to implementation of T&R Program
  - Process and format of T&R manuals (no two alike)
  - METL development and MET→CTS→ITS linkage
  - Utility for a target population
- Process Action Team (PAT) Meetings
  - Recommended changes to overcome challenges
- Brief to CG for "rudder steer"
- T&R Program Modifications
- MCO P3500.72A Draft in staffing May 04

# T&R Program Modifications

➤ **Two types of T&R manuals: Unit-based and Community-based**

➤ **T&R manuals are MET-based and developed from the top down**

➤ **Levels: From 100-400 to 1000-8000**

➤ **Event Coding: From a 3-3 alpha-numeric to a 4-4-4 alpha-numeric**

  ➤ **Allowed for easier ITS integration which uses a 4-2-2 alpha-numeric**

➤ **Event Components: Upgraded to include ITS required information**

➤ **Evaluation (E)-Coded Events: To focus unit training on key events that demonstrate a MET capability**

➤ **CRP Calculation: From every event to only E-coded events**

# Training & Readiness Manual Specifics

- **Developed by Subject Matter Experts from the operating forces**

- **Designated, Categorized, Progressive Events**
  - ➢ **1000 Level Events: MOS training (Formal School**
  - ➢ **2000 Level Events: Build on 1000 level (MOJT); f on/advanced formal schools**
  - ➢ **3000-8000 Level Events: Unit/Collective Training all T&R manuals have every level**

- **Forms the basis in operational forces for individual and collective training standards**

# Training & Readiness Manual Specifics

- Outlines the specific events that units must be able to perform in order to successfully accomplish their mission

- Provides commanders with an assessment tool for collective combat readiness of the unit

- Based on the assessment, Commanders are able to develop short, medium, and long range training plans; and to identify and allocate required resources
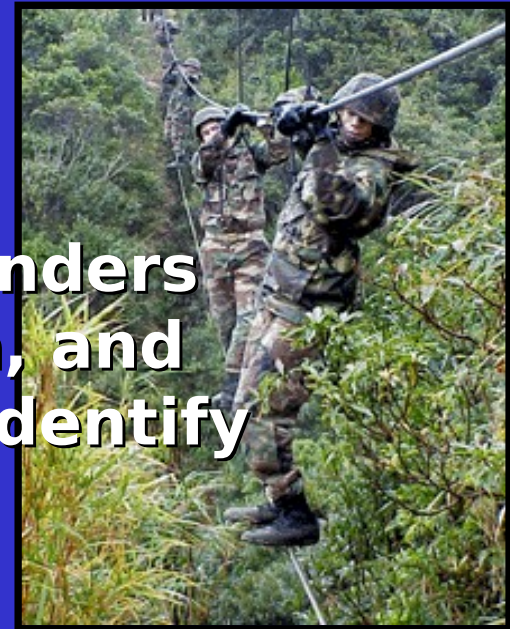
# T&R Event Levels

- **Unit based – CTS**
- **Community/MOS/Billet based – ITS/CTS**

**Previous T&R Event Levels**

| | |
|---|---|
| **400 Level** | Individual & Collective Unit Training (High-risk, Low-probability) |
| **300 Level** | Individual & Collective Unit Training (Core Plus) |
| **200 Level** | Individual & Collective Unit Training (Core Plus) |
| **100 Level** | Individual Formal School Entry-Level Training (CORE) |

**Lack of flexibility describing advanced events in terms of Unit size AND complexity AND resource cost**

**Separation between levels not clearly defined**

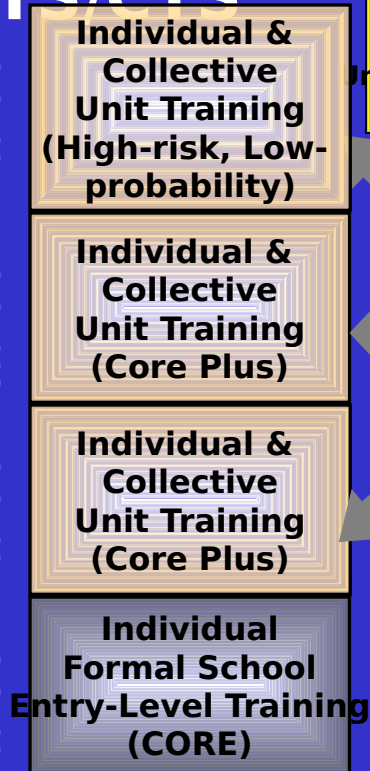**Lesson Learned: Mixture of individual & collective events at all levels made manual difficult to use**

**Allows modular development (Bn, then Co, then Plt, etc)**

**...complexity & Unit size clearly evident in Event**

**Collective events easily arranged into organizational structure**

**Easier to use – Co Cmdrs go directly to Co events, etc**

**CLEARLY delineates Leader and self-influenced expectations for individual growth**

**CLEARLY defines Entry-level Formal School training requirement**

**Current T&R Event Levels**

| | |
|---|---|
| **8000** | Collective Training REG/BDE/MEU (Core Plus) |
| **7000** | Collective Training BATTALION (Core Plus) |
| **6000** | Collective Training COMPANY (Core Plus) |
| **5000** | Collective Training PLATOON (Core Plus) |
| **4000** | Collective Training SQUAD (Core Plus) |
| **3000** | Collective Training Fire Team/Section/Crew/Team (Core Plus) |
| **2000** | Individual Training and Career Progression MOJT, Career-level or Advanced-level School (Core Plus) |
| **1000 Level** | Individual Formal School Training Entry-Level (CORE) |
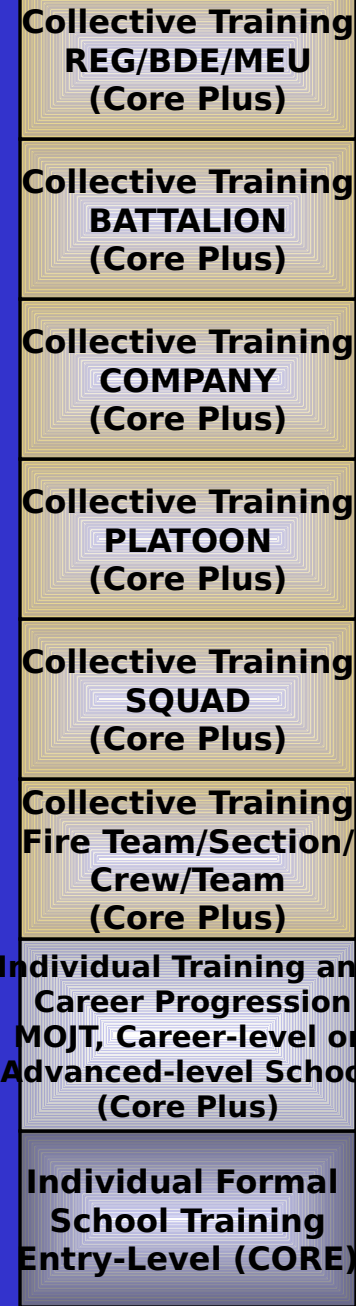
# Event Composition

## Unit Based

- Event Code: 4-4-4 character set
- Title
- **Evaluation Coded**
- **Supported MET(s)**
- Sustainment Interval
- Description
- Condition
- Standard
- Event Components
- Prerequisite Events
- Chained Events
- **Related ITS**
- Reference(s)
- Support Requirements
  - Range(s)/Training Area
  - Ordnance
  - Equipment
  - Materials
  - Other Units/Personnel
- Misc
  - Admin Instructions
  - Special Personnel Certifications
  - **Equipment Operating Hours**
  - Road Miles

## Community Based

- Event Code: 4-4-4 character set
- Title
- **Evaluation Coded**
- **Supported MET(s)**
- Sustainment Interval
- **Billet/Grade**
- Description
- Condition
- Standard
- Event Components
- Prerequisite Events
- Chained Events
- **Related ITS**
- Reference(s)
- **Distance Learning Products**
- Support Requirements
  - Range(s)/Training Area
  - Ordnance
  - Equipment
  - Materials
  - Other Units/Personnel
- Misc
  - Admin Instructions
  - Special Personnel Certifications
  - Equipment Operating Hours
  - Road Miles

# Collective Event Example

**0321-PAT-4106**  **Conduct a zone reconnaissance**

**Evaluation Coded**:  Yes      **Supported MET(s)**:  1  3  4  8

**Sustainment Interval**:  3 months

**Description**:  The unit is required to conduct a reconnaissance of a zone.  The unit is operating separately and provides own security.

**Condition**:  Given a 1:50,000 map, navigational compass, and a mission to conduct reconnaissance within a specified time.

**Standard**:  Complete the mission within the specified timeframe and accurately report presence/location/posture of significant troop concentrations

**Event Components**:
Establish an ORP
Conduct leader's recon of the objective as required
Confirm or modify planned actions on the objective from the patrol order; brief unit
Conduct actions on the objective utilizing the following methods:  Fan method, converging routes method; successive sectors method
Forward gathered information to higher headquarters/supported unit

**Essence**

**Prerequisite Events:**
0321-PAT-4101    0321-PAT-4102    0321-PAT-4103

**Chained Events:**
0321-PAT-4103    0321-PAT-4104

**Related ITS:**
0321-COMM-1201   0321-SURV-1401   0321-PAT-1105

**References:**
MCWP 3-11.3 Scouting and Patrolling
MCWP 2-15.3 Ground Reconnaissance Operations

## Ops & Trng

**Support Requirements**
 Range/Training Area:      17410  Maneuver/Training Area, Light Forces
 Ordnance:        A059 5.56MM BALL                30 per M4
                  G940 GRENADE, HAND, SMOKE, GRE    1 per Event
                  G945 GRENADE, HAND, SMOKE, YEL    1 per Event
 Equipment:                    7-ton truck for insertion
                    Overhead projector
 Aircraft:                      UH-1 for extraction
 Rooms/Buildings:          Briefing/Debriefing Room
 Material:                      Butcher Block Paper
                    Overhead transparencies
                    Overlay sheets
                    Batteries, Radio
 Other Units/Personnel:   Squad-sized force or larger located in training area
**Miscellaneous:**
 Admin Instructions:  Contact or confirmation from other units is not required to determine success or failure.
 Special Personnel Certifications:  Range Safety Officer
 Equipment Operating Hours:  AN/PRC-435    24 hours

## Logistics

# Evaluation (E) Coding of Events and
## Calculation of CRP

- Each T&R Manual is based upon a series of METs

- Each MET has T&R Events to guide training

- Within each MET's T&R Events are a series of E-Coded Events
  - E-Coded Events are key indicators of capability, or
  - Key collective skills that contribute to the unit's ability to perform the MET

- Only E-Coded Events generate CRP

- CRP is calculated for each MET based upon completion of the E-Coded Events for that MET

- Unit CRP is calculated as the average of all MET CRPs

# Calculation of CRP

- Training for MET 1 includes 6 Battalion (7000-level) Events
- Of the 6 Events, **4 are equally-weighted E-Coded Events**
    - Note: Event 7130 and Event 3130 are the same Event...
      a Team-level Event that enables Battalion mission capability
    - Note: Event 7160 and Event 5160 are the same Event...
      a Platoon-level Event that enables Battalion mission capability

A unit gains CRP for completing the E-Coded Events

**100% CRP ÷ 4 E-Coded Events = 25% per Event**

MET 1

MET 2

MET 3

MET 4

MET 5

E-Coded Event

MET 1

Event 7110 | Event 7122 | Event 7130 | Event 7140 | Event 7152 | Event 7160

Event 7101 | Event 7102 | Event 7120 | Event 7121 | Event 7151

Event 6110 | Event 6111 | Event 6112 | Event 6113 | Event 6114 | Event 6115 | Event 6120 | Event 6121 | Event 6122 | Event 6151

Event 5110 | 5111 Event | Event 5112 | Event 5113 | Event 5114 | 5115 Event | 5121 Event | Event 5150 | Event 5151 | Event 5160

Event 4110 | Event 4111 | Event 4113 | Event 4115 | Event 4116 | Event 4121 | Event 4150 | Event 4160 | Event 4161

Event 4112 | Event 4114 | Event 4117 | Event 4122 | Event 4151 | Event 3160

Event 3110 | Event 3112 | Event 3121 | Event 3130 | Event 3161

Event 3111 | Event 3113 | Event 3122

**Average MET CRP = Unit CRP**

100%

75%

50%

25%

0%

25% CRP Event 7160

25% CRP Event 7152

Complete 3 Events for 75%

25% CRP Event 7130

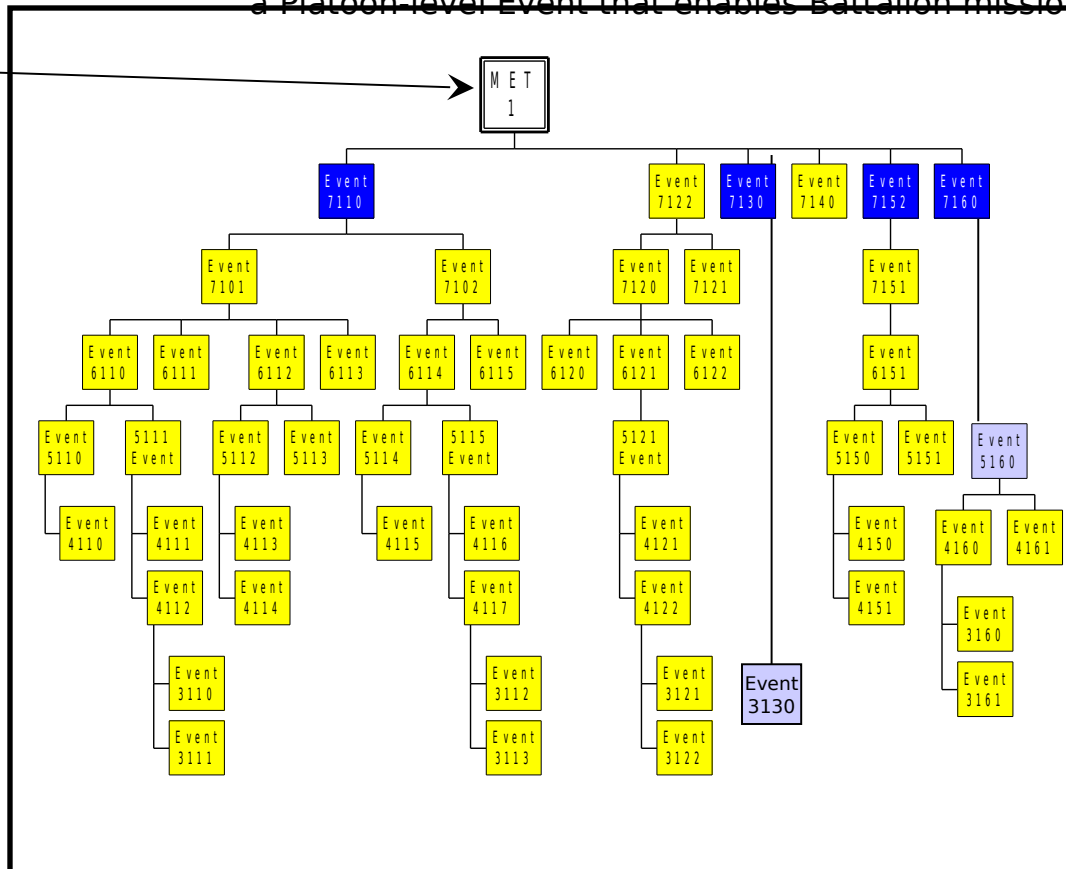A unit that has completed two E-Coded Events has 50% CRP for MET 1

25% CRP Event 7110

A unit that has completed one E-Coded Event for this MET has 25% CRP for MET 1

**A unit is 100% CRP for MET 1 when all 4 E-Coded Events have been trained, and maintains 100% until the Sustainment Interval for an event expires**

# Example of CRP Calculation

The unit METL has 4 METs: The unit has trained as follows:

     MET 1: **75%** complete (3 of 4 E-coded events trained)

     MET 2: **100%** complete (6 of 6 E-coded events trained)

     MET 3: **25%** complete (1 of 4 E-coded events trained)

     MET 4: **50%** complete (2 of 4 E-coded events trained)

To calculate unit CRP, simply divide total MET CRP by the number of METS:

**MET CRP**: 75 + 100 + 25 + 50 = **250** (add all MET CRPs)

# FY05 T&R Manual Development

- Tank*
- AAV*
- Recon*
- Artillery*
- Anti-Terrorism*
- NBC*
- Intelligence*
- MCSF*
- Info Ops*
- ANGLICO*
- Supply*
- RMT*
- Field Medical*
- Ordnance Maint*

- Military Police*
- Logistics*
- Infantry (update)
- LAR
- Motor T
- Engineer
- EOD
- 06xx
- 28xx
- Signals Intel
- Admin
- Legal
- Recruiter/CP
- Food Service
- TMO

## FUTURE OPS

- Civil Affairs
- MAGTF Planner
- FM
- Non-lethal weapons
- DI
- Music
- Force Protection

* indicates FY04 initiative

# T&R Program Takeaways

- T&R---training standards of the future
- Period of transition--Continuing effort > 5 years
- Technological enhancements will expedite process
  - Interim need is to produce comprehensive paper version
- A path to facilitating unit training management
  - Future Ops include development of management tool that interfaces with other training programs
- The potential to report the *training* readiness of a unit
  - True CRP related to DRRS (future SORTS) should incorporate all readiness parameters (NBC, maintenance, staffing, training), not necessarily included in T&R
  - Answers the question: "currently trained to standard"
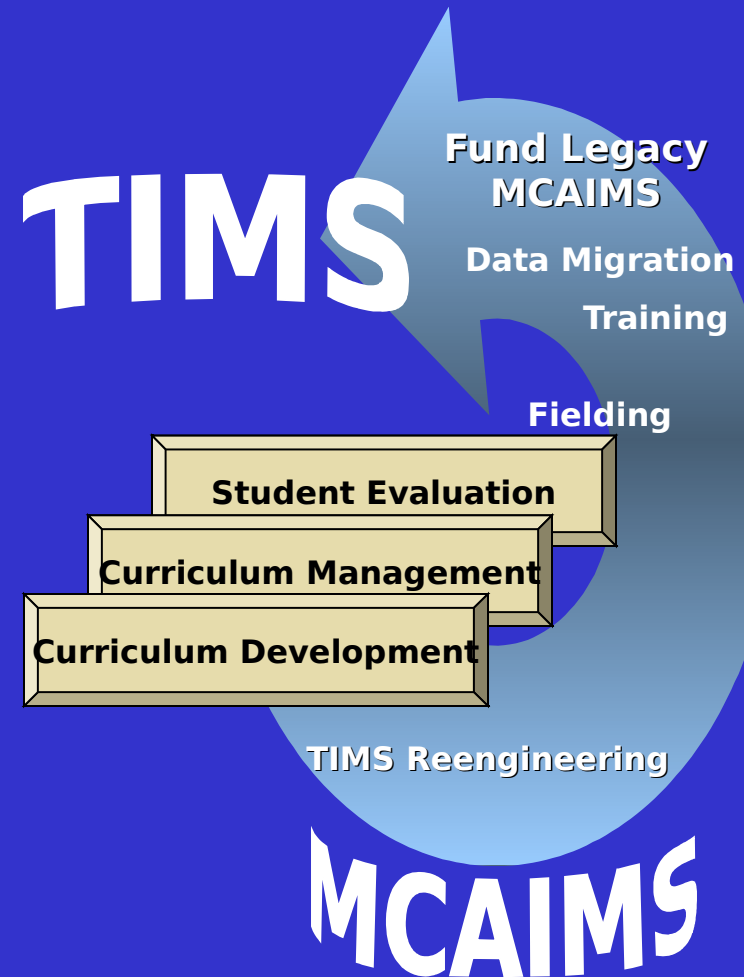- Frequent review/revision cycle

# Training Management Software Support

# Vision and Strategy

- T&R , UTM, and MCAIMS as parts of TIMS
  - Single System with applications for
    - Unit training
    - Individual training both in schools and in units
- Contains all training standards with top-down linkage
- Build T&R Events into TIMS database starting NOW
  - METs as new construction
  - CTS as new construction
  - ITS (T&R) as new construction
  - ITS (legacy) migrated from ITS Order for now
- Reengineer MCAIMS into TIMS
  - ITS learning analysis, curriculum development, test design, student evaluation

# GTB Proposed POA&M for TIMS

| Timeline | |
|---|---|
| FY09 FY08 FY07 | **Improvement & Maintenance Programming & Support** |
| FY06 | **Unit Training Management CRP/Readiness Reporting DRRS/JMET** |
| FY05 | **Unit Training Management** |
| Oct 2004 Jun 2004 | **T&R Development Web Tool (Release 2)** |
| May 2004 Mar 2004 | **T&R Development Web Tool (Release 1)** |
| Mar 2004 Dec 2003 | **T&R Development Conference Tool** |

**TIMS**

**Fund Legacy MCAIMS**

**Data Migration**

**Training**

**Fielding**

**Student Evaluation**

**Curriculum Management**

**Curriculum Development**

**TIMS Reengineering**

**MCAIMS**

# GTB POCs (DSN 278)

LtCol Gregg Lyon:                    GTB Branch Head        x2551

Major Steve Robbins:        TME Section Head
x3027

Major Peter J. Shelby:        UTM/T&R Policy                x2494

Capt Jeff Harrington:        Formal School Policy
x3029

Mr. Bill Sanderson:        MCAIMS & T&R
x3028                                                Management
System

Major Ron Dahart  :        MAGTF Section Head
x2203

LtCmdr Brantley:                CSSE Section Head        x3018

QUESTIONS?

Support Slides

# UNIT TRAINING READINESS